



County of Los Angeles CHIEF EXECUTIVE OFFICE

Kenneth Hahn Hall of Administration
500 West Temple Street, Room 713, Los Angeles, California 90012
(213) 974-1101
<http://ceo.lacounty.gov>

WILLIAM T FUJIOKA
Chief Executive Officer

July 7, 2011

To: Mayor Michael D. Antonovich
Supervisor Gloria Molina
Supervisor Mark Ridley-Thomas
Supervisor Zev Yaroslavsky
Supervisor Don Knabe

From: William T Fujioka
Chief Executive Officer

A handwritten signature in black ink, appearing to read "W. T. Fujioka", is written over the printed name and title.

Board of Supervisors
GLORIA MOLINA
First District

MARK RIDLEY-THOMAS
Second District

ZEV YAROSLAVSKY
Third District

DON KNABE
Fourth District

MICHAEL D. ANTONOVICH
Fifth District

ADOPTION OF CEO'S RECOMMENDATIONS STRENGTHENING THE COUNTY'S ROLE IN GOVERNANCE OF THE COUNTY SUPERINTENDENT OF SCHOOLS

On May 16, 2011, in response to a motion by Supervisor Ridley-Thomas, a memo to your Board was submitted outlining recommendations for strengthening the County's role in governing the County Superintendent of Schools (Superintendent). These recommendations included adding language to the Superintendent's employment contract, articulating your Board's expectations regarding regular meetings and conducting annual evaluations of their performance. It also included the development of a framework for annually evaluating the instructional program performance of Los Angeles County Office of Education (LACOE)-operated programs that would be submitted to your Board.

On June 7, 2011, a follow-up motion by Supervisors Ridley-Thomas and Knabe adopted these recommendations and directed the Executive Officer of the Board to transmit a five-signature letter to the County's Board of Education (BOE) and Superintendent expressing the Board's desire to annually evaluate the instructional performance of LACOE-operated programs and designate the Chief Executive Officer (CEO) to partner with them to achieve this goal; direct the CEO to collaborate with County Counsel and the Department of Human Resources (DHR) to ensure compliance with existing legal framework governing the Superintendent and contemporary human resources policies; and report back in 30 days on its progress in implementing each recommendation.

On July 1, 2011, a new Employment Agreement was executed between the County of Los Angeles and the Superintendent. As directed by your Board, Section 4 of that Agreement states that:

"To Enrich Lives Through Effective And Caring Service"

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- 1) The Superintendent shall meet with your Board, or its designee, to set the Superintendent's goals and to define the Superintendent's performance expectations, consistent with Management Appraisal and Performance Plan (MAPP) guidelines;
- 2) Your Board, or its designee, shall evaluate the Superintendent's performance in conformance with the established goals and performance expectations, the recommendations, if any, of the BOE, and any other pertinent information, and provide the Superintendent with an overall evaluation and performance rating using a five category rating scale;
- 3) The Superintendent shall regularly be available to meet with your Board, any individual member of your Board, or any of your Board's deputies; and
- 4) The Superintendent shall be responsible for collaborating with your Board, or its designee, along with the BOE, to develop a framework to annually evaluate the instructional program performance of LACOE-operated programs, based on student outcomes, and submit the evaluation reports to your Board annually.

On June 7, 2011, a five-signature letter was transmitted to the BOE and the Interim Superintendent expressing your Board's desire to annually evaluate the instructional programs of LACOE-operated programs and designate the CEO to partner with the BOE and the Superintendent to achieve this goal.

Additionally, we have consulted with County Counsel and DHR to ensure that the above actions comply with our existing laws governing the Superintendent and are consistent with contemporary human resources management and personnel policies.

If you have any questions or need additional information, please contact me, or your staff may contact Trish Ploehn, Assistant Chief Executive Officer, at (213) 974-4532 or via e-mail at tploehn@ceo.lacounty.gov.

WTF:TP
CDM:eb

c: Executive Office, Board of Supervisors
County Counsel
Board of Education
Human Resources
Office of Education